



राजपत्र, हिमाचल प्रदेश

(असाधारण)

हिमाचल प्रदेश राज्यशासन द्वारा प्रकाशित

शिमला, शनिवार, १६ जून, १९७९/२६ ज्येष्ठ, १९०१

हिमाचल प्रदेश सरकार

LABOUR DEPARTMENT

NOTIFICATIONS

Simla-2, the 21st May, 1979

No. LEP (LAB) 3 (2) (b) 3/77.—In exercise of the powers conferred under clauses (p), (q) and (r) of sub-section (2) of section 32 of the Workmen's Compensation Act, 1923 (Act No. 8 of 1923), the Governor, Himachal Pradesh is pleased to make the following Rules for carrying out the purposes of the said Act, after their previous publication in Himachal Pradesh Rajpatra, dated 11-6-1977 *vide* notification of even number, dated 16th May, 1977.

1. Short title and commencement.—(1) These rules may be called the Workmen's Compensation (Occupational Diseases), Himachal Pradesh Rules, 1979.

(2) They shall come into force with immediate effect.

2. *Definitions.* - In these rules, unless the context otherwise requires,—

(a) “Act” means the Workmen’s Compensation Act, 1923 (8 of 1923).

(b) “asbestosis” shall mean—

(i) a pulmonary fibrosis which manifests itself re-diologically as a ground glass appearances of the pulmonary field, of atriations or reticular formations more or less marked, particularly diffuse at the bases or diffuse stippling or reticulation over extensive areas of both lung fields, whether or not accompanied by signs of pulmonary tuberculosis, and

(ii) clinically by the presence of asbestos bodies in the sputum, accompanied by tracheo-bronchitis and emphysema.

(c) “Bagassosis” means a disease which—

(i) radiologically, consists of increase in the vascular shadow and increase in haziness and reticulation all over the lungs and increase in the hilar densities and some mottling. In acute phases patchy shadows resembling bronchopneumonia may be seen.

(d) “Medical Board” means the Pneumoconiosis Medical Board constituted by the State Government under rule 4 or any Medical Board recognised by the State Government for the purpose of these rules.

(e) “Pneumoconiosis” means silicosis or coalminers pneumoconiosis or asbestosis or bagassosis or any of these diseases accompanied by pulmonary tuberculosis.

3. *Constitution of Pneumoconiosis Medical Board.*—(1) The State Government shall constitute or recognise a pneumoconiosis Medical Board for the conduct of medical examination, submission of medical reports and the grant of medical certificate in pursuance of these rules:

Provided that with respect to workmen employed in mines, the State Government may recognise any Medical Board for the purpose of these rules.

Note.—The Medical Board may call for any further information that may be considered necessary by it from the Medical Practitioner concerned before countersigning certificate in case of death.

FORM ‘A’ CERTIFICATE OF DISABILITY/DEATH (See rules 7)

This is to certify that Shri..... son of.....
age..... years is/was suffering from pneumoconiosis/pneumoconiosis
who dies on..... as with pulmonary tuberculosis and the
contracting of the disease is/was reasonably attributable to his employment.
in.....

(1) *Temporary disablement.*—(a) The disability is in my opinion of a temporary nature likely to last for..... years..... months.
He is unfit for work in his present employment.

Fit for.....
(State employment for which he is considered fit).

(2) *Permanent disablement.* - The disablement is of a permanent nature and is assessed at..... per cent.

(3) *Death.*—Death is attributable to the contracting of the disease.

(Cancel out portions not applicable).

Place.....

Signature of the qualified Medical Practitioner.

FORM 'B'

ENDORSEMENT TO BE MADE BY MEDICAL BOARD IN THE CASE OF PERMANENT DISABILITY OR DEATH

This is to certify that Shri..... is/was suffering from pneumoconiosis/pnuemoconiosis with pulmonary tuberculosis and the contracting of the disease is/was reasonably attributed to his employment in.....

(1) *Permanent disability.*—It is certified that the disability is of a permanent nature and is assessed at..... per cent.

(2) *Death.*—It is certified that the death of Shri..... is attributable to the contracting of the disease.

Date.....

Signature of the Member of Medical Board.

(2) The Board constituted or recognised under sub-rule (1) shall consist of three qualified medical practitioners of whom one shall be a radiologist.

4. *Medical conditions under which pneumoconiosis may be considered to be an occupational disease.*—(1) The diagnosis of phenomociniosis shall be carried out with all the necessary technical guarantees. Proof of the degree of development of the pathological or an anatomical changes in the respiratory and cardiac systems shall be furnished by the radiographic record and other laboratory records, which shall be accompanied by the report of a full clinical examination including a repost of the industrial history of the person concerned, the record of all occupations in which he has been employed, the nature of the harmful dusts to which he was exposed and the duration of such exposure.

(2) For entitlement to compensation, silicosis and coal miners pneumoconiosis shall fulfil the following radiological and clinical conditions:—

(a) The radiological examination of the workmen must reveal—

(i) the appearance of generalised mictondular or poduler fibrosis covering a considerable part of both lung fields whether accompanied or not by signs of pulmonary tuberculosis, or

(ii) in addition to a marked accentuation of the pattern of both lungs, the appearance of one or several pseudotumoral fibrotic formations, whether accompanied or not by signs of pulmonary tuberculosis, or

(iii) the appearance of both of these types of fibrotic lesions at once, whether accompanied or met by signs of pulmonary tuberculosis.

- (b) serial radiological pictures taken over a period during periodical medical examinations shall, as far as possible be considered in marking definite diagnosis in cases where doubt exists;
- (c) radiological interpretation shall be based on the standard international classification laid down by the International Labour Organisation (Geneva Classification); and
- (d) The clinical examination of the workman concerned must reveal decrease or deterioration of the respiratory function or cardiac function or a deterioration of the State of general health, caused by the pathological processes specified above.

5. *Evaluation of disablement.*—(1) The evaluation of disablement shall be made by reference to the physical anatomical physiological, and functional and mental capacity for the exercise of the necessary functions of a normally occupied life which would be expected in a healthy person of the same age and sex. For such assessment, recognised cardio respiratory functions tests shall be used to assess the degree of cardio respiratory functions impairment.

(2) It shall be determined whether the disablement is temporary or permanent and also the percentage loss of function as it pertains to the loss of working capacity for receiving compensation.

(3) Assessment of disablement shall be proportionate to the loss of earning capacity total disablement being taken to be 100% loss of earning capacity.

Explanation.—For the purpose of this rule, “permanent disablement” shall mean such disablement as is certified to be permanent by the Medical Board.

6. *Certification of cases.*—The claim for compensation in respect of a workmen contracting any disease specified in Part C of Schedule III to the Act shall be supported by a certificate issued by a qualified medical practitioner in the Form ‘A’ appended to these rules:

Provided that where the contracting of such a disease has resulted in death or permanent disablement of the workmen the claim shall also be supported, by an endorsement on the certificate, in the Form ‘B’ appended to these rules by the Medical Board, the opinion and in case of difference of opinion between the qualified medical practitioner and the Medical Board, the opinion of the Medical Board shall prevail.

7. *Rescission and savings.*—The Workmen’s Compensation (Occupational Diseases) Rules, 1966 framed under notification No. 1&S. 15 (Lab.) 453/57, dated the 1st September, 1975 are hereby rescinded, but all acts done and orders issued under the rules so rescinded shall so far as they are not inconsistent with these rules, be deemed to have been respectively done and issued under these rules.

Simla-171002, the 21st May, 1979

No. 7-109/76-LEP-Shram.—In exercise of the powers conferred by sub-section (2) of section 26 of the Payment of Wages Act, 1936 (Central Act No. 4 of 1936), the Governor of Himachal Pradesh, is pleased to make the following rules for the purpose of the said Act, after their previous publication in the Rajpatra, Himachal Pradesh, dated the 11th June, 1977 *vide* Notification of even number, dated the 6th April, 1977.

DRAFT RULES

1. *Title.*—These rules may be called the Himachal Pradesh Payment of Wages Rules, 1979.

2. *Definitions.*—In these rules, unless there is anything repugnant in the subject or context,—

- (a) “the Act” means the Payment of Wages Act, 1936 (IV of 1936);
- (b) “the authority” means the authority appointed under sub-section (1) of section 15 of the Act;
- (c) “the Chief Inspector of Factories” means the Chief Inspector of Factories appointed under sub-section (2) of section 8 of the Factories Act, 1948 (Central Act No. LXIII of 1948);
- (d) “the Court” means the court mentioned in sub-section (1) of section 17 of the Act;
- (e) “deduction for breach of contract” means a deduction made in accordance with the provisions of the proviso to sub-section (2) of section 9;
- (f) “deduction for damage or loss” means a deduction made in accordance with the provisions of clause (c) of sub-section (2) of section 7;
- (g) “form” means a form appended to these rules;
- (h) “Inspector” means the Inspector authorized by or under section 14 of the Act;
- (i) “The Labour Commissioner” means Labour Commissioner, Himachal Pradesh;
- (j) “person employed” excludes all persons to the payment of whose wages the Act does not apply;
- (k) “Section” means a section of the Act;
- (l) “Pay-master” means an employer or other person responsible under section 3 of the Act for the payment of the wages;
- (m) words and expressions not defined in these rules but are defined in the Act shall be deemed to have been assigned the same meanings as have been assigned to them in the Act.

Section 26 (3) (a):

3. *Register of fines.*—(1) In any factory/industrial establishment in respect of which employer has obtained approval under sub-section (1) of section 8 to a list of acts and omissions in respect of which fines may be imposed, the pay-master shall maintain a Register of fines in Form I.

(2) At the beginning of the Register of fine there shall be entered serially numbered the approved purpose or purposes on which the fines realized are to be expended.

(3) When any disbursements are made from the fines realized a deduct entry of the amount so expended shall be made in the Register of Fines, and a voucher or receipt in respect of the amount shall be affixed to the Register. If more than one purpose has been approved the entry of the disbursement shall also indicate the purpose for which it is made.

4. *Register of deductions for damage or loss.*—In every factory/industrial establishment in which deductions for damage or loss are made the pay-master shall maintain the Register required by sub-section (2) of section 10 in Form II.

5. *Register of wages.*—A register of wages shall be maintained in every factory/industrial establishment and shall be kept at the work-spot in such form as the pay-master finds convenient but shall include the following particulars:—

- (a) the gross wages earned by each person employed for each wage period;

- (b) all deductions made from those wages, with an indication, in each case of the clauses of sub-section (2) of section 7 under which the deduction is made; and
- (c) the wages actually paid to each person employed for each wage period.

6. *Combined form of Register.*—Notwithstanding anything contained in these rules, where a combined (alternative) form is sought to be used by the employer to avoid duplication of work for compliance with the provision of any other Act or the rules framed thereunder, an alternative suitable form in lieu of any of the forms prescribed under these rules may be used with the previous approval of the Chief Inspector of Factories, Himachal Pradesh.

7. *Maintenance of registers.*—The registers required by rules 3, 4, 5 and 18 shall be preserved for twenty-four months after the date of the last entry made in them.

Section 26 (3) (c):

8. *Weights and measures.*—All weights, measures and weighing machines which are used for checking or ascertaining the wages of employed persons shall be made available for examination to the Inspector, who may in the event of his not being satisfied with the correctness of the apparatus or the weights, seal and prohibit their future use and report the matter immediately for necessary action to the appropriate authority, responsible for the administration of the Himachal Pradesh Weights and Measures (Enforcement) Act, 1968.

Section 26 (3) (d):

9. *Notice of dates of payment.*—The pay-master shall display, in conspicuous place at/or near the main entrance of the Factory/Industrial establishment a notice, in English and Hindi, giving for not less than two months in advance, the days on which wages are to be paid.

Section 26 (3) (e), (f) and (h):

10. *Prescribed authority.*—The Labour Commissioner shall be the authority competent to approve, under sub-section (1) of section 8, of the Act, acts and omissions in respect of which fines may be imposed and, under sub-section (8) of section 8, of the Act, the purposes on which the proceeds of fines shall be expended.

11. *Application in respect of fines.*—Every employer requiring the power to impose fines in respect of any acts and omissions on the part of employed persons shall send to the Labour Commissioner,—

- (a) a list, in English, in duplicate, clearly defining such acts and omissions;
- (b) in cases where the employer himself does not intend to be the sole person empowered to impose fines, a list, in duplicate showing those appointments in his factory/industrial establishment of which the incumbents may pass orders imposing fines and the class of establishment on which the incumbent of each such appointment may impose fine.

12. *Approval of list of acts and omissions.*—The authority appointed under rule 10 on receipt of the lists prescribed in the preceding rule may, after such enquiry as he considers necessary, pass orders either,—

- (a) disapproving the lists;
- (b) approving the lists either in their original form or as amended by him, in which case such lists shall be considered to be approved lists, provided that no order disapproving or amending any lists shall be passed unless the employer shall have been given an opportunity of showing cause, orally or in writing why the lists as submitted by him should be approved.

13. Posting of list.—The employer shall display at or near the main entrance of the factory/industrial establishment a copy in English, together with a literal translation thereof, in Hindi of the list approved under rule 12.

14. Persons authorised to impose fines.—No fine may be imposed by any person other than an employer or a person holding an appointment named in a list submitted under rule 11.

15. Procedure in imposing fines and deductions.—Any person desiring to impose a fine on an employed person or to make a deduction for damage or loss shall explain personally to the said person the act or omission, or damage or loss, in respect of which the fine or deduction is proposed to be imposed and the amount of the fine or deduction, which it is proposed to impose, and shall hear his explanation in the presence of at least one other person.

16. Information to pay-master.—The person imposing a fine or directing the making of a deduction for damage or loss shall at once inform the pay-master of all particulars, so that the register prescribed in rule 3 or 4 may be duly completed.

Section 26 (3) (g):

17. Deduction for breach of contract.—(1) No deduction for breach of contract shall be made from the wages of an employed person who is under the age of fifteen years or is a woman.

(2) No deduction for breach of contract shall be made from the wages of any employed person unless—

- (a) there is provision in writing forming part of the terms of the contract of employment requiring him to give notice of the termination of his employment; and
 - (i) the period of this notice does not exceed fifteen days or the wage period, whichever is less; and
 - (ii) the period of this notice does not exceed the period of notice which the employer is required to give of the termination of that employment;
- (b) this rule has been displayed in English and in the language of the majority of the employed persons at or near the main entrance of the factory and has been so displayed for not less than one month before the commencement of the absence in respect of which the deduction is made;
- (c) a notice has been displayed at or near the main entrance of the factory giving the names of the persons from whom the deduction is proposed to be made, the number of days wages to be deducted and the conditions (if any) on which the deduction will be remitted:

Provided that where the deduction is proposed to be made from all the persons employed in any departments or sections of the factory, it shall be sufficient, in lieu of giving the names of the persons in such departments or sections, to specify the departments or sections affected.

(3) No deduction for breach of contract shall exceed the wages of the persons employed for the period by which the notice of termination of service given falls short of the period of such notice required by the contract of employment.

(4) If any conditions have been specified in the notice displayed under clause (c) of sub-rule (2) no deduction for breach of contract shall be made from any person who has complied with those conditions.

Section 26 (3) (i):

18. Advance.—(1) An advance of wages not already earned shall not without the previous permission of Inspector, exceed an amount equivalent to the wages earned by the employed person during the preceding two calendar months, or if he has not been employed for that period, twice the wages he is likely to earn during the two subsequent calendar months.

(2) The advance may be recovered in instalments by deductions from wages spread over not more than twelve months. No instalment shall exceed one-third, or where the wages for any wage period are not more than twenty rupees one-fourth of the wages for the wage period in respect of which the deduction is made.

(3) The amount of all advances sanctioned and the repayments thereof shall be entered in a register in Form III.

Section 26 (3) (a):

19. Annual return.—Every employer of the factory shall send a return in Form IV so as to reach the Labour Commissioner, Himachal Pradesh, Simla not later than the first of February following the end of the year to which it relates endorsing simultaneously a copy thereof to the Inspector having jurisdiction under the Act.

Section 26 (3) (i):

20. Costs.—(1) Where the Authority or the Courts, as the case may be, direct that any costs shall not follow the event, he shall state his reasons for so doing in writing.

(2) The costs which may be awarded shall include—

- (a) the charges necessarily incurred on account of court fees;
- (b) the charges necessarily incurred on subsistence money to witnesses; and
- (c) Pleader's fees which shall ordinarily be Rs. 10, provided that the authority or the Court, as the case may be in any proceedings, may reduce the fee to a sum of not less than Rs. 5 or increase it to a sum not exceeding Rs. 30.

21. The Authority or the Court, as the case may be, may fix fees on the payment of which any person entitled to do so may obtain copies of any documents filed with the Authority or the Court, as the case may be:

Provided that the Authority or the Court, as the case may be, may, in consideration of the poverty of the applicant, grant copies free of cost.

Section 26 (3) (k):

22. Fees.—The fee payable in respect of proceedings under the Act shall be—

- (i) For every application to summon a witness. Twenty-five paise in respect of each witness.
- (ii) For every other application made by or on behalf of an individual person before the authority. Fifty paise.
- (iii) For every other application made by or on behalf of an unpaid group before the authority. Twenty-five paise for each member of the group subject to a maximum of five rupees.
- (iv) For every appeal lodged with the Court. Five rupees:

Provided that the Authority or the Court may, in consideration of the poverty of the applicant, reduce or remit this fee.

Provided that no fee shall be chargeable in respect of an application presented by an Inspector.

Section 26 (3) (1):

23. Abstract.—The abstracts of the Act and of the rules made thereunder to be displayed under section 25 shall be in Form V.

Section 26 (4):

24. Penalties.—Any breach of rules 3, 4, 5, 7, 9, 13, 16 and 19 of these rules shall be punishable with fine which may extend to two hundred rupees.

25. Rescission and savings.—The Himachal Pradesh Payment of Wages Rules, 1959 as in force in the areas which comprised in Himachal Pradesh immediately before the 1st November, 1966 and Punjab Payment of Wages Rules, 1937, as applicable in the territories added to Himachal Pradesh under Punjab Re-organisation Act, 1966, are hereby rescinded but all acts done and orders issued under the rules so rescinded shall so far as they are not inconsistent with these rules, be deemed to have been respectively done and issued under these rules.

FORM 'I'
REGISTER OF FINES
(See rule 3)

-Factory/Industrial Establishment
1. Serial number.
 2. Name.
 3. Father's name.
 4. Department.
 5. Act of omission for which fine imposed.
 6. Whether workman showed cause against fine or not? If so, enter date.
 7. Rate of wages.
 8. Date of amount of fine imposed.
 9. Date on which fine realised.
 10. Remarks.

FORM 'II'
REGISTER OF DEDUCTIONS FOR DAMAGE OR LOSS CAUSED TO THE
EMPLOYER BY THE NEGLIGENCE OR DEFAULT OF THE EMPLOYED
PERSONS
(See rule 4)

1. Serial number.
2. Name.
3. Father's name.
4. Department.
5. Damage or loss caused.
6. Whether worker showed cause against deduction or not? If so, enter date.
7. Date and amount of deduction imposed.
8. No. of instalments, if any.
9. Date on which total amount realised.
10. Remarks.

FORM 'III'

REGISTER OF ADVANCES MADE TO EMPLOYED PERSONS

(See rule 18)

..... Factory/Industrial Establishment

1. Serial number.
2. Name.
3. Father's name.
4. Department.
5. Date and amount of advance made.
6. Purpose for which advance made.
7. No. of instalments by which advance to be repaid.
8. Postponements granted.
9. Dates on which total amount repaid.
10. Remarks.

FORM 'IV'

RETURN FOR THE YEAR ENDING 31ST DECEMBER, 19
(SHOWING WAGES AND DEDUCTIONS FROM WAGES)

(See rule 19)

1. (a) Name of the factory or industrial establishment with complete postal address.

(b) Industry.

2. Number of days worked during the year

3. (a) Average daily number of persons employed during the year	Persons receiving less than Rs. 200	Persons receiving Rs. 200 or more but less than Rs. 400	Persons receiving Rs. 400 or more but less than Rs. 1000
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Adults ..
Children ..

- (b) Gross amount paid as remuneration to persons getting less than Rs. 200, including deductions under section 7 (2) of which the amount due to profit sharing bonus i.e. and that due to money value of concession is
- (c) Gross amount paid as remuneration to persons getting Rs. 200 and more but less than Rs. 400 including deductions under section 7 (2) of which the amount due to profit sharing bonus is and that due to money value of concession is
- (d) Gross amount paid as remuneration to persons getting Rs. 400 or more but less than Rs. 1,000 including deductions under section 7 (2) of which the amount due to profit sharing bonus is and that due to money value of concession is Rs.
4. Total wages paid including deductions under section 7 (2) on the following accounts.

Persons recei- ving less than Rs. 200	Persons recei- ving Rs. 200 and more but less than Rs. 400	Persons recei- ving Rs. 400 or more but less than Rs. 1,000
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- (a) Basic wages including over-time wages and non-profit sharing bonus.
- (b) Dearness and other allowances in cash.
- (c) Arrears of pay in respect of previous year paid during the year.

5. Number of cases and amount realised as:—

Persons receiving less than Rs. 200	Persons receiving Rs. 200 and more but less than Rs. 400	Persons receiving Rs. 400 or more but less than Rs. 1,000
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No. of cases

Amount

No. of
cases

Amount

No. of
cases

Amount

- (a) Fines
- (b) Deductions for damages or loss.
- (c) Deductions for breach of contract.

6. Disbursement from the Fines Fund—

Purpose Amount

- (a)
- (b)
- (c)
- (d)

7. Balance of Fines Fund in hand at the end of the year Rs.

Note.—The average daily number of persons is obtained by dividing aggregate number of attendance during the year by the number of working days.

“Money value of concession should be obtained by taking the difference of the cost price paid by the employer and the actual price paid by the employees for supplies of essential commodities given free or at concessional rates.

Signature.

Designation.

Date.....

FORM ‘V’

(See rule 23)

ABSTRACT OF THE PAYMENT OF WAGES ACT, 1936 AND THE RULES
MADE THEREUNDER

WHOM THE ACT AFFECTS:

1. The Act applies to the payment of wages to persons in this factory/industrial establishment receiving less than Rs. 1,000 a month.
2. No employed person can give up by contract, or agreement his rights under the Act.

DEFINITION OF WAGES:

“Wages” means all remuneration (whether by way of salary, allowances, or otherwise) expressed in terms of money or capable of being so expressed which would, if the terms of employment, express or implied, were fulfilled be payable to a person employed in respect of his employment or of work done in such employment, and includes—

- (a) Any remuneration payable under any award or settlement between the parties or order of a court;
- (b) any remuneration to which the person employed is entitled in respect of overtime work or holidays or any leave period;
- (c) any additional remuneration payable under the terms of employment whether called a bonus or by any other name;
- (d) any sum which by reason of the termination of employment of the person employed is payable under any law, contract or instrument which provides for the payment of such sum, whether with or without deductions, but does not provide for time within which the payment is to be made.
- (e) any sum to which the person employed is entitled under any scheme framed under any law for the time being in force; but does not include—
 - (1) any bonus (whether under a scheme of profit-sharing or otherwise) which does not form part of the remuneration payable under the terms of employment or which is not payable under any award or settlement between the parties or order of a court;
 - (2) the value of any house accommodation or of the supply of light water, medical attendance or other amenity or of any service, excluded from the computation of wages by a general or special order of the Himachal Pradesh Government;
 - (3) any contribution paid by the employer to any pension or provident fund, and the interest which may have accrued thereon;
 - (4) any travelling allowance or the value of any travelling concession;
 - (5) any sum paid to the employed person to defray special expenses entitled on him by the nature of his employment; or
 - (6) any gratuity payable on the termination of employment in cases other than those specified in sub-section (d).

RESPONSIBILITY FOR AND METHOD OF PAYMENT:

4. The manager of the factory is responsible for the payment under the Act of Wages to persons employed under him, and any contractor employing persons is responsible for payment to the persons he employs.

5. Wage periods shall be fixed for the payment of wages at intervals not exceeding one month.

6. Wages shall be paid on a working day within 7 days of the end of the wage period (or within 10 days if 1,000 or more persons are employed). The wages of a person discharged shall be paid not later than the second working day after his discharge.

7. Payments in kind are prohibited.

FINES AND DEDUCTIONS:

8. No deduction shall be made from wages except those authorised under the Act (See paragraph 9-15 below).

9. (1) Fines can be imposed only for such acts and omissions as the employer may, within the previous approval of the Labour Commissioner, Himachal Pradesh specify by a notice displayed at or near the main entrance of the factory and after giving the employed person an opportunity for explanation.

(2) Fines—

(a) shall not exceed three paise in the rupee.

- (b) shall not be recovered by instalments, or later than sixty days of the date of imposition.
- (c) shall be recorded in a register and applied to such purposes beneficial to the employed persons as are approved by the Labour Commissioner.
- (d) shall not be imposed on a child.

10. (a) Deductions for absence from duty can be made only on account of the absence of the employed person at times when he should be working and such deductions must not exceed an amount which is in the same proportion to his wages for the wage period, as the time he was absent in that period is to the total time he should have been at work.

(b) If ten or more employed persons, acting in contract, absent themselves without reasonable cause and without due notice, the deduction for absence can include wages for eight days in lieu of notice but—

- (1) no deduction for breaking a contract can be made from a person under 15 or a woman;
- (2) there must be a provision in writing which forms part of the contract of employment, requiring that a specific period of notice of intention to cease work not exceeding 15 days or the period of notice which the employer has to give to discharge a worker, must be given to the employer and that wages may be deducted in lieu of such notice.
- (3) the above provisions must be displayed at or near the main entrance of the factory;
- (4) no deduction of this nature can be made until a notice that this deduction is to be made has been posted at or near the main entrance of the factory;
- (5) no deduction must exceed the wages of the employed person for the period by which the notice, he gives of leaving employment is less than the notice he should give under his contract.

11. Deduction can be made for damage to or loss of goods expressly entrusted to an employed person or for loss of money for which he is required to account, where such damage or loss is due to his neglect or default. Such deduction cannot exceed the amount of the damage or loss caused and can be made only after giving the employed person an opportunity for explanation.

12. Deductions can be made equivalent, to the value thereof, for house accommodation, amenities, or services (other than tools and raw material) supplied by the employer, provided these are accepted by the employed person as a part of the terms of his employment and have in the case of amenities and services been authorised by order of the Government.

13. (a) Deductions can be made for the recovery of advances, or for adjustment of over-payment of wages.

(b) Advances made before the employment began can only be recovered from the first payment of wages for a complete wage period but no recovery can be made for advances given for travelling expenses before employment began.

(c) Advances of unearned wages can be made at the pay-master's discretion during employment but must not exceed the amount of two month's wages without the permission of an Inspector.

These advances can be recovered by instalments, spread over not more than 12 months and the instalments must not exceed 1/3rd, or if the wages are not more than Rs. 20 1/4th of the wages for any wage period.

14. Deductions can be made for subscription to and for repayment of advances from any recognised provident fund.

15. Deductions can be made for payments to co-operative Societies approved by the Government or to the postal insurance, subject to any conditions imposed by the Himachal Pradesh Government.

INSPECTIONS:

16. An Inspector can enter on any premises, and can exercise powers of inspection (including examination of documents and taking of evidence) as he may deem necessary for carrying out the purposes of the Act.

COMPLAINTS OF DEDUCTIONS OR DELAYS:

17. Where irregular deductions are made from wages, or delays in payment take place, an employed person can make an application in the prescribed form within one year to the Authority appointed by the Himachal Pradesh Government for the purpose. All the Sub-Divisional Officers (Civil) have been appointed as Authorities under this Act within their respective jurisdiction. An application delayed beyond this period may be rejected unless sufficient cause for the delay is shown.

(2) Any legal practitioner, official of a registered trade union, Inspector under the Act, or other person acting with the permission of the Authority can make the complaint on behalf of an employed person.

(3) A single application may be presented by, or on behalf of any number of persons belonging to the same factory the payment of whose wages has been delayed.

ACTION BY THE AUTHORITY :

18. The authority may award compensation to the employed persons in addition to ordering the payment of delayed wages or the refund of illegal deductions.

If a malicious or vexatious complaint is made, the Authority may impose a penalty not exceeding Rs. 50 on the applicant and order that it be paid to the employer.

APPEAL AGAINST THE AUTHORITY:

19. An appeal in the prescribed form against a direction made by the Authority may be preferred within 30 days to the District Court.

- (a) by the pay-master if the total amount directed to be paid exceeds Rs. 300;
- (b) by an employed person, if the total amount of wages withheld from him or his co-workers, exceeds Rs. 50,
- (c) by a person directed to pay penalty for a malicious or vexatious application.

PUNISHMENTS FOR BREACHES OF THE ACT:

20. Any one delaying the payment of wages beyond the due date, or making any unauthorised deduction from wages is liable to a fine upto Rs. 500 but only if prosecuted with the sanction of the Authority or the Appellate Court.

21. The pay-master who—

- (1) does not fix a wage-period; or
- (2) makes payment in kind; or
- (3) fails to display at or near the main entrance of the factory this Abstract in English and in the language of the majority of the employed persons; or
- (4) breaks certain rules made under this Act; is liable to a fine not exceeding Rs. 200.

A complaint to this effect can be made only by the Inspector, or with his sanction.

Simla-171002, the 21st May, 1979

No. 7-111/76-LEP. Shram.—In exercise of the powers conferred by sub-section (2) of section 26 of the Payment of Wages Act, 1936 (Central Act No. 4 of 1936), the Governor of Himachal Pradesh, is pleased to make the following rules for the purpose of the said Act, after their previous publication in the Rajpatra, Himachal Pradesh vide notification of even number, dated the 6th April, 1977.

DRAFT RULES

1. *Short title.*—These rules may be called the Himachal Pradesh Payment of Wages (Procedure) Rules, 1979.

2. *Definitions.*—In these Rules, unless there is anything repugnant in the subject or context,

- (a) “the Act” means the Payment of Wages Act, 1936 (Central Act IV of 1936);
- (b) “appeal” means and appeal under section 17;
- (c) “the Authority” means the authority appointed under sub-section (1) of section 15;
- (d) “the Court” means the court mentioned in sub-section (1) of section 17;
- (e) “employer” includes the persons responsible for the payment of wages under section 3;
- (f) “form” means a form appended to these Rules;
- (g) “Record of order or direction” means the record of an order dismissing either wholly or in part an application made under sub-section (2) of section 15 or of a direction made under sub-section (3) or sub-section (4) of that section kept in Form ‘F’;
- (h) “section” means the section of the Act;
- (i) the words and expressions defined in the Act shall be deemed to have the same meanings as are assigned to them in the Act.

3. *Form of application.*—Application under sub-section (2) of section 15 by or on behalf of an employed person or group of employed persons shall be made in duplicate in Form ‘A’ Form ‘B’ or Form ‘C’ as the case may be, one copy of which shall bear such Court fee as may be prescribed.

4. *Authorisation.*—The authorisation to act on behalf of an employed person or persons, under section 15 shall be given by a certificate in Form ‘D’ shall be presented to the authority hearing the application and shall form part of the record.

5. *Permission to appeal.*—Any person desiring the permission of the authority to act on behalf of any employed person or persons shall present to the authority a brief written statement explaining his interest in the matter, and the authority shall record an order on the statement, which in the case of refusal shall include reasons for the order, and shall incorporate it in the record.

6. *Presentation of documents.*—(1) Applications or other documents relevant to an application may be presented in person to the authority at any time during hours to be fixed by the authority, or may be sent to him by registered post.

(2) The authority shall at once endorse, or cause to be endorsed, on each document the date of the presentation or receipt as the case may be.

7. *Refusal to entertain application.*—The authority may refuse to entertain an application presented under rule 6, if after giving the application an opportunity of being heard, the authority is satisfied, for reasons to be recorded in writing that—

- (a) the applicant is not entitled to present an application, or
- (b) the application is barred by reason of the provisions in the proviso to sub-section (2) of section 15, or
- (c) the applicant shows no sufficient cause for making a direction under section 15.

(2) The authority may refuse to entertain an application which is insufficiently stamped or is otherwise incomplete and, if he so refuses, shall return it at once with an indication of defects. If the application is presented again, after the defects have been made good, the date of representation shall be deemed to be the date of presentation for the purposes of the proviso to sub-section (2) of section 15.

8. *Appearance of parties.*—(1) If the application is entertained the authority shall call upon the employer by a notice in Form 'E' to appear before him on a specified date together with all relevant documents and witnesses, if any, and shall inform the applicant of the date so specified.

(2) If the employer or his representative fails to appear on the specified date, the authority may proceed to hear and determine the application *ex-parte*.

(3) If the applicant fails to appear on the specified date, the Authority may dismiss the application:

Provided that an order passed under sub-rule (2) or sub-rule (3) may be set aside and the applicant re-heard on good cause being shown within one month of the date of the said order, notice being served on the opposite party of the date fixed for rehearing.

9. *Record of proceedings.*—(1) The authority shall in all cases enter the particulars indicated in Form 'F' and at the time of passing orders shall sign and date the Form.

(2) In a case where no appeal lies, no further record shall be necessary.

(3) In a case where an appeal lies, the authority shall record the substance of the evidence and shall append it under his signature to the record of order or direction.

10. *Signature on forms.*—Any form, other than a record of order, or direction which is required by these rules to be signed by the authority may be signed under his direction and on his behalf by an officer subordinate to him appointed by him in writing for this purpose.

11. *Exercise of powers.*—In exercise of the powers of a Civil Court conferred by section 18, the authority shall be guided in respect of procedure by the relevant orders of the First Schedule of the Code of Civil Procedure, 1908, with such alterations as the authority may find necessary, not affecting their substance, for adapting them to the matter before him, and save where they conflict with the express provisions of the Act or these rules.

12. *Appeals.*—(1) An appeal shall be preferred in duplicate in the form of a memorandum, one copy of which shall bear the prescribed court fee, setting forth concisely the grounds of objection to the order dismissing whether wholly or in part an application made under sub-section (2) of section 15 or a direction made under sub-section (3) or sub-section (4) of that section, as the case may be, and shall be accompanied by a certified copy of the said order or direction.

(2) When an appeal is lodged a notice shall issue to the respondent in Form 'G'.

(3) The court after hearing the parties and after such further enquiry, if any, as it may deem necessary, may confirm, vary, or set aside the order or direction from which the appeal is preferred, and shall make an order accordingly.

13. *Inspection of documents.*—Any employed person, or any employer or his representative, or any person permitted under sub-section (2) of section 15 to apply for a direction, shall be entitled to inspect any application, memorandum of appeal, or any other document filed with the authority or the Court, as the case may be, in a case to which he is a party, and may obtain copies thereof on payment of such fees as may be prescribed.

14. *Order or direction when to be made.*—The authority or the Court, as the case may be, after the case has been heard, shall make the **order or direction** either at once or as soon as practicable, on some future day; and when the order or direction is to be made on some future day, it shall fix a date for the purpose of which due notice shall be given to the parties or their pleaders.

15. *Appeal and savings.*—The Himachal Pradesh Payment of Wages Rules, 1959, as in force in the areas, which comprised in Himachal Pradesh immediately before the 1st November, 1966 and the Punjab Payment of Wages Rules, 1937 as in force in the areas added to Himachal Pradesh under section 5 of the Punjab Re-organisation Act, 1966 are hereby repealed, but all action taken and the orders made under the rules so repealed, shall so far as they are not inconsistent with these rules, be deemed to have been respectively taken and made under these rules.

FORM A
FORM OF INDIVIDUAL APPLICATION

[See sub-section (2) of section 15 of the Payment of Wages Act, 1936 and rule 3]

**IN THE COURT OF THE AUTHORITY APPOINTED UNDER THE PAYMENT
OF WAGES ACT, 1936
(CENTRAL ACT IV OF 1936)**

For.....area

Application No..... of 19.....

between A. B. C.....
(through the legal practitioner.....
an official of.....
which is a registered trade union).

Applicant
and Opposite party.

The applicant states as follows:—

1. A. B. C., is a person employed in/on the factory/railway/Industrial establishment entitled and resides at.

The address of the applicant for the service of all notices and processes is.....

2. X. Y. Z., the opposite party, is the person responsible for the payment of his wages under section 3 of the Act, and his address for the service of all notices and processes is.....

3. (1) The applicant's wages have not been paid for the following wage period(s) (give dates).

or a sum of Rs..... has been unlawfully deducted from his wages of..... amount for the wage period(s) which ended on (give dates).

(2) (Here give any further claim or explanation).

4. The applicant estimates the value of the relief sought by him at the sum of rupees

5. The applicant prays that a direction may be issued under sub-section (3) of section 15 for.

(a) Payment of his delayed wages as estimated or such greater or lesser amount as the Authority may find to be due or refund of the amount illegally deducted.

- (b) Compensation amounting to.....
The applicant certifies that the statement of fact contained in this application is to the best of his knowledge and belief accurate.

Signature or thumb impression of the employer person or legal practitioner or official of a registered trade union duly authorised.

FORM 'B'

FORM OF GROUP OF APPLICATION

[See sub-section (2) of section 15 and section 16 of the Payment of Wages Act, 1936 and rule 3]

IN THE COURT OF THE AUTHORITY APPOINTED UNDER THE PAYMENT OF WAGES ACT, 1936 (CENTRAL ACT IV OF 1936)

for.....area
Application No..... of 19 ..

Between:

A. B. C., and/state number...../..... others,
(through..... legal practitioner)..... an official or..... which
is a registered trade union.

Applicants.
and

X. Y. Z.....

Opposite party—

The applicants state as follows:—

1. The applicants whose names and permanent addresses appear in the attached Schedule are persons employed in/or the factory/railway/industrial establishment entitled.

The address of the applicants for service of all notices and processes is.....

2. X. Y. Z., the opposite party, is the person responsible for the payment of wages under section 3 of the Act, and his address for the service of all notices and processes is.....

3. The applicants' wages have not been paid for the following wage period(s)....

4. The applicants estimate the value of the relief sought by them at the sum of Rupees.....

5. The applicants pray that a direction may be issued under sub-section (3) of section 15 for—

(a) Payment of the applicants' delayed wages as estimated.....
or such greater or lesser amount as the Authority may find to be due.

(b) Compensation amounting to.....

The applicants certify that statement of facts contained in this application is to the best of their knowledge and belief accurate.

Signature or thumb impression of two of the applicants or legal practitioner or an official of a registered trade union duly authorised.

SCHEDULE

Sl. No.

Name of applicant

Permanent address

1

2

3

FORM 'C'

FORM OF APPLICATION BY AN INSPECTOR OR PERSON PERMITTED BY THE AUTHORITY OR AUTHORISED TO ACT.....

[See sub-section (2) of section 15 and section 16 of the Payment of Wages Act, 1936 and rule 3]

IN THE COURT OF THE AUTHORITY APPOINTED UNDER THE PAYMENT OF WAGES ACT, 1936

(CENTRAL ACT IV OF 1936)

for.....area

Application No..... of 19.....
Between:

A. B. C. (Designation)..... an Inspector under the Payment of Wages Act or a person permitted by the authority/authorised to act under sub-section (2) of section 15.

Applicant.
and

X.Y.Z.—

The opposite party.

The applicant states as follows:—

1. The X.Y.Z. the opposite party, is the person responsible under the Act, for the payment of wages to the following persons whose names and permanent addresses are given below:—

(1)

(2)

(3)

*

*

2. His address for the service of all notices and processes is—

3. The wages of the said person(s) due in respect of the following wage period(s) have not been paid/have been subjected to the following illegal deductions:—

4. The applicant estimates the value of the relief sought for the persons employed at the sum of Rs.....

5. The applicant prays that a directions may be issued under sub-section (3) of section 15 for—

(a) payment of the delayed wages as estimated or such greater or lesser amount as the Authority may find to be due (or refund of the amount illegally deducted),

(b) Compensation amount to Rs.....

The applicant certifies that the statement of facts contained in this application is to the best of his knowledge and belief accurate.

Signature.

FORM 'D'

[See sub-section (2) of section 15 of the Payment of Wages Act, 1936 and rule 4]

CERTIFICATE OF AUTHORISATION

I/We employed person(s) hereby authorise a legal practitioner/an official of which is a registered trade union to act on my/our behalf under section 15 and section 17 of the Payment of Wages Act, (Central Act IV of 1936) in respect of the claim against...
 on account of the delay in payment of
 illegal deductions from my/our wages.
 for.....

Signature (1)

(2)

(3)

(4)

*

*

*

Witnesses (1)

(2)

(3)

(4)

*

*

I accept the authorisation.

*Legal Practitioner/Official of a registered
trade union.*

FORM 'E'

[See sub-section (3) of section 15 of the Payment of Wages Act and rule 8]

NOTICE FOR THE DISPOSAL OF APPLICATION

To

Whereas under the Payment of Wages Act, 1936 (Central Act IV of 1936), a claim against you has been presented to me in the application of which a copy is enclosed, you are hereby called upon to appear before me either in person or through any person duly instructed, and able to answer all material questions relating to the application, or who shall be accompanied by some person able to answer all such question on..... day of..... 19..... at.....
O'Clock in the forenoon/afternoon to answer the claim, and as the day fixed for your appearance is appointed for the final disposal of the application, you must be prepared to produce on that day all the witnesses upon whose evidence, and the documents upon which you intend to reply in support of your defence.

Take notice that, in default of your appearance on the day before mentioned, the application will be heard and determined in your absence.

Given under my hand and seal, this day..... 19

Seal.

Authority.

FORM 'F'

[See sub-section (3) of section 15 of the Payment of Wages Act, 1936 and rule 9]

RECORD OF ORDER OR DIRECTION

- (1) Serial number.
- (2) Date of application.
- (3) Name or names, percentage, address or addresses of the applicants or some or all of the applicants belonging to the same unpaid group.....
- (4) Name and address of the employer.
- (5) Amount claimed:
 - (a) as delayed wages Rs.....
 - (b) as deducted from wages, Rs.....
- (6) Plea of the employer and his examination (if any).
- (7) Finding and a brief statement of the reasons therefor.
- (8) Amount awarded:
 - (a) Delayed wages.
 - (b) deducted wages.
- (9) Compensation awarded.
- (10) Penalty imposed.
- (11) Costs awarded to—
 - (i) Court fee charges.
 - (ii) Pleaders fee.
 - (iii) Witnesses's expenses.
- (12) Date by which the amount awarded shall be paid.

Dated:.....

Signed.

Note.—In case where an appeal lies attach on a separate sheet the substance of the evidence.

FORM 'G'

[See section 17 of the Payment of Wages Act and Rule 12]

**NOTICE TO RESPONDENT OF THE DAY FIXED FOR THE HEARING OF THE
APPEAL UNDER SECTION 17 OF THE PAYMENT OF WAGES ACT, 1936
(CENTRAL ACT IV OF 1936)**

Appeal from the decision of the Authority for the area, dated the.....
day..... of..... 19.....

Respondent.

Take notice that an appeal of which a copy is enclosed, from the decision of the Authority for..... area has been presented by X. Y.Z. (and others and registered in this Court and that the..... date of..... 19..... has been fixed in this Court for the hearing of this appeal.

If no appearance is made on your behalf by yourself, or by some one by law authorised to act for you in this appeal, it will be heard and decided in your absence.

Given under my hand and the seal of the Court, this day of..... 19.....

Seal of the Court.

Judge.

By order,
Secretary.

कार्यालय उपायुक्त, चम्बा जिला, चम्बा

अधिसूचनाएं

चम्बा, 30 अप्रैल, 1979

क्रम संख्या 14(19)/73-27150-90.—यतः विकास खण्ड तीसा, जिला चम्बा की निम्नलिखित ग्राम पंचायतों द्वारा हिमाचल प्रदेश पंचायती राज अधिनियम की धारा 9(1) व हिमाचल प्रदेश ग्राम पंचायत नियम 19ए (2) के अन्तर्गत स्त्री पंचों का सहविकल्पन करके प्रस्तावों की प्रतिलिपियां अधोहस्ताक्षरित को प्रेषित की है ;

अतः मैं, योगेश खन्ना, उपायुक्त, चम्बा, हिमाचल प्रदेश ग्राम पंचायत नियम, 1971 के नियम 19ए (2) के अन्तर्गत सहविकल्पित किये गये स्त्री पंचों के नामों को सर्व-साधारण के सूचनार्थ अधिसूचित करता हूँ ।

सारणी

क्र० संख्या	नाम पंचायत	सह-विकल्पित स्त्री पंच का नाम व पता
1	2	3
1.	चोली	श्रीमति जानकी देवी पत्नी श्री सुभाष कुमार, ग्राम डुधली, डाकघर डुधली ।
2.	टिकरी	श्रीमति देबी पत्नी श्री नूरुद्दीन, ग्राम टिकरीगढ़, डाकघर टिकरी
3.	लेसुई	श्रीमति नारो पत्नी श्री जय सिंह, ग्राम लेसुई, डाकघर टिकरी
4.	झज्जा	श्रीमति भागदेई पत्नी श्री ध्यान सिंह, ग्राम निनोडी, डाकघर झज्जा
5.	दयोला	श्रीमति देवकी पत्नी श्री कांसी, ग्राम दयोला, डाकघर जसौर
6.	चरड़ा	श्रीमति भरन पत्नी श्री सखण, ग्राम भुलीण, डाकघर बघईगढ़
7.	बघईगढ़	श्रीमति जगदेई पत्नी श्री मोती राम, ग्राम बघईगढ़, डाकघर बघईगढ़
8.	कोहाल	श्रीमति रेसो पत्नी श्री मोती, ग्राम बहलाम, डाकघर मसरुंड
9.	तीसा-2	श्रीमति देई पत्नी श्री कांसी, ग्राम धनावल, डाकघर गनेड़
10.	जुगरा	श्रीमति सायरा पत्नी श्री अल्फा, ग्राम बाड़ा, डाकघर गनेड़
11.	गुनेडी	श्रीमति मस्तु पत्नी श्री निर्मल, ग्राम लदरोगा, डाकघर देवी कोठी
12.	कुठेड़ (खुशनगरी)	श्रीमति सारदू पत्नी भरना, ग्राम डडवाडी, डाकघर खुशनगरी
13.	तीसा-1	श्रीमति परजू पत्नी मगना, ग्राम नाल, डाकघर तीसा
14.	मेइ	श्रीमति काबलू पत्नी श्री नुरगू राम, ग्राम सेई, डाकघर सेई
15.	हरतवास नघई	श्रीमति लभदू पत्नी श्री रामकिशन, ग्राम नघई, डाकघर सेई
16.	जसौरगढ़	श्रीमति चैती पत्नी श्री सत्यानन्द, ग्राम मांजू, डाकघर जसौरगढ़
17.	चाजू	श्रीमति सुती पत्नी श्री कांशी, ग्राम जखला, डाकघर चांजू
18.	देहरा	श्रीमति भोटी पत्नी श्री हरदयाल, ग्राम शुमरा, डाकघर चांजू

1	2	3
19.	चरोड़ी	श्रीमति गुलाबू पत्नी श्री भेखी, ग्राम लखण, डाकघर कलहेल
20.	कलहेल	श्रीमति नरमू देवी पत्नी श्री भगत राम, ग्राम कयाड़, डाकघर कलहेल
21.	मगूली	श्रीमति सूरतु पत्नी श्री धनवहादुर, ग्राम मगूली, डाकघर सेई
22.	बोन्देड़ी	श्रीमति नोतो पत्नी श्री वृज लाल, ग्राम बोन्देड़ी, डाकघर सेई
23.	बैरा	श्रीमति छुणकू पत्नी श्री हीरा, ग्राम बैरागढ़, डाकघर तरेला
24.	सत्यास	श्रीमति मस्तु पत्नी श्री लाला राम, ग्राम सत्यास, डाकघर तरेला
25.	कुठेड़ (बूधौड़)	श्रीमति मालती पत्नी श्री तेज सिंह, ग्राम भटारी, डाकघर थनेई
26.	थनेई	श्रीमति मनरथू पत्नी श्री मोती राम, ग्राम थनेई, डाकघर थनेई
27.	देवी कोठी	श्रीमति थोली पत्नी श्री डुमगू, ग्राम देवी कोठी, डाकघर देवी कोठी
28.	गडफरी	श्रीमति खेलकू पत्नी श्री हीरा लाल, ग्राम नकरोड़, डाकघर थल्ली
29.	थल्ली	श्रीमति किशनी देवी पत्नी श्री कर्म सिंह, ग्राम गलोडी, डाकघर थल्ली
30.	देहग्रां	श्रीमति पुन्नी पत्नी श्री रिशिकेश, ग्राम मझोगा, डाकघर झज्जा
31.	शलेला-वाडी	श्रीमति हीरी पत्नी श्री चन्द, ग्राम शलेला, डाकघर झज्जा
32.	बढ़नौता	श्रीमति मिसी पत्नी श्री धर्मा, ग्राम सनवाल, डाकघर झज्जा

चम्बा, 30 अप्रैल, 1979

क्रम संख्या-14(19)/73-2852-90.—यतः विकास खण्ड मैहला जिला चम्बा की निम्नलिखित ग्राम पंचायतों द्वारा हिमाचल प्रदेश पंचायती राज अधिनियम की धारा 9(1) व हिमाचल प्रदेश ग्राम पंचायत नियम 19ए(2) के अन्तर्गत स्त्री पंचों का सहविकल्पन करके प्रस्तावों की प्रतिलिपियां अधोहस्ताक्षरित को प्रेषित की हैं।

अतः मैं, योगेश खन्ना, उपायुक्त चम्बा, हिमाचल प्रदेश ग्राम पंचायत नियम, 1971 के नियम 19ए(2) के अन्तर्गत सहविकल्पित किये गये स्त्री पंचों के नामों को सर्वसाधारण के सूचनार्थ अधिसूचित करता हूँ।

सारणी

क्रम संख्या	नाम पंचायत	सहविकल्पित स्त्री पंच का नाम व पता
1	2	3
1.	कूर	श्रीमति जेठु पत्नी श्री दालती, ग्राम बेही, डाकघर छतराड़ी
2.	गागला	श्रीमति हाजू पत्नी श्री कालू, जाति गुज्जर, ग्राम चेड, डाकघर महला
3.	जाघी	श्रीमति नापो पत्नी श्री टिभल, ग्राम पुखरोट, डाकघर राख
4.	पियुहरा	श्रीमति मुक्तू पत्नी श्री रौनकी, ग्राम भडोट, डाकघर छतराड़ी
5.	छतराड़ी	श्रीमति सीता पत्नी श्री परस राम, ग्राम ढागेडा, डाकघर छतराड़ी
6.	क्रीया	श्रीमति कनीज पत्नी गुलाब दीन, ग्राम क्रीया, डाकघर हरदासपुरा
7.	लुडू	श्रीमति पड़ी पत्नी श्री रघु, ग्राम बगोली, डाकघर लुडू

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8.	गुराड़	श्रीमति जफली पत्नी श्री ध्याना राम, ग्राम गुराड़, डाकघर सामरा
9.	डुलाडा	श्रीमति तुलसी पत्नी श्री खजाना, ग्राम सालणा, डाकघर सामरा
10.	वसोधन	श्रीमति नैणों पत्नी श्री तेजु, ग्राम देवी देहरा, डाकघर रठियार
11.	रठियार	श्रीमति गिलमो पत्नी श्री पुन्नु राम, ग्राम मियाड़ी, डाकघर रठियार
12.	कपाहड़ा	श्रीमति साहबो पत्नी श्री ठुनिया, ग्राम घरमटी, डाकघर चम्बा
13.	वखतपुर	श्रीमति मखणी पत्नी श्री कोडू, ग्राम वखतपुर, डाकघर रठियार
14.	मगला	श्रीमति फूलो पत्नी श्री चन्दू राम, ग्राम द्रवला, डाकघर मगला
15.	ब्रही	श्रीमति कुशल्या देवी पत्नी श्री प्यार सिंह, ग्राम ब्रही, डाकघर गेहरा
16.	गहरा	श्रीमति जानकी बेवा श्री जन्ता, ग्राम भटवाड़ा, डाकघर गेहरा
17.	लोथल	श्रीमति शिलो पत्नी श्री मोहण, ग्राम मरोथा, डाकघर सुनारा
18.	वकाण	श्रीमति रूकी देवी पत्नी श्री कर्मचन्द, ग्राम उपरली वकाण, डाकघर राख ।
19.	दाड़ई	श्रीमति झुखरी देवी पत्नी श्री प्रवीण राम, ग्राम नाली, डाकघर मैह्ला
20.	खुन्देल	श्रीमति दिलो देवी पत्नी श्री खजाना राम, ग्राम मल्ला, डाकघर चुड़ी ।
21.	वलौठ	श्रीमति शीलो देवी पत्नी श्री जालम सिंह, ग्राम उसलाड, डाकघर चुड़ी ।
22.	प्रीणा	श्रीमति मिसो बेवा श्री चमारू, ग्राम अनानैहर, डाकघर चुड़ी
23.	राडी	श्रीमति प्रभी बेवा श्री सीहबू, ग्राम मैलाह, डाकघर चुड़ी
24.	वाट	श्रीमति छाछो पत्नी श्री बिल्लू, ग्राम वाट, डाकघर वरौर
25.	उटीप	श्रीमति विमला देवी पत्नी श्री शंकर, ग्राम दाडूई, डाकघर लुडू
26.	कुनेड़	श्रीमति वसैहरी पत्नी श्री हंस राज, ग्राम वाढियाडा, डाकघर चुड़ी
27.	किलौड़	श्रीमति गुरदेई, पत्नी श्री मिसर, ग्राम पुलैणी, डाकघर चुड़ी
28.	रजेरा	श्रीमति मालती देवी पत्नी श्री गलोरा, ग्राम थल्ला, डाकघर रजेरा
29.	बैली	श्रीमति शीला पत्नी श्री नारायण सिंह, ग्राम तन्हला, डाकघर रजेरा
30.	मैहला	श्रीमति सिबो देवी पत्नी श्री निधिया राम, ग्राम डंठ का, डाकघर मैहला ।
31.	बन्दला	श्रीमति नेपाली पत्नी श्री मचलू, ग्राम बन्दला, डाकघर मैहला
32.	भड़िया	श्रीमति छणको पत्नी श्री नैनो, ग्राम गरड़ा, डाकघर भड़िया
33.	सराहण	श्रीमति प्रभी विधवा श्री हरदयाल, ग्राम ब्राह्मण, डाकघर साहो
34.	कीडी	श्रीमति नैणो पत्नी श्री भगत राम, ग्राम कीडी, डाकघर कीडी

चम्बा, 30 अप्रैल, 1979

क्रम संख्या 14(19)/73-2790-2852.—यतः विकास खण्ड भटियात, जिला चम्बा की निम्नलिखित ग्राम पंचायतों द्वारा हिमाचल प्रदेश पंचायती राज अधिनियम की धारा 9(1) व हिमाचल प्रदेश ग्राम पंचायत नियम 19ए(2) के अन्तर्गत स्त्री पंचों का सहविकल्पन करके प्रस्तावों की प्रतिलिपियां अधोहस्ताक्षरित को प्रेषित की है ।

अतः मैं, योगेश खन्ना, उपायुक्त, चम्बा हिमाचल प्रदेश ग्राम पंचायत नियम, 1971 के नियम 19-ए(2) के अन्तर्गत सहविकल्पित किये गये स्त्री पंचों के नामों को सर्वसाधारण के सूचनार्थ अधिसूचित करता हूँ।

सारणी

क्र० सं०	नाम पंचायत	सह विकल्पित स्त्री पंच का नाम व पता
1	2	3
1.	मैल	श्रीमति कुशल्या पत्नी श्री धनी राम, ग्राम व डाकघर मैल।
2.	बलाणा	श्रीमति शिवो बेवा श्यामा, ग्राम व डाकघर बलाणा
3.	घटासणी	श्रीमति विद्या देवी बेवा श्री भगत राम, ग्राम लोहड़ द्रमण, डाकघर वकलोह
4.	ककीरा	श्रीमति पार्वती देवी बेवा श्री सर्वजीत, ग्राम कहला, डाकघर ककीरा
5.	हटली	श्रीमति ब्रह्मी देवी पत्नी श्री चन्दू राम, ग्राम हटली, डाकघर शाहपुर
6.	गोला	श्रीमति बिमला देवी पत्नी श्री फादी राम, ग्राम व डाकघर गोला।
7.	कुड्डी	श्रीमति देहरा बेवा बरतिया ग्राम पजवाहर, डाकघर कुड्डी
8.	काहरी	श्रीमति माया बेवा श्री बेलो, ग्राम चौकी, डाकघर अवा
9.	अवा	श्रीमति मनसा देवी पत्नी श्री फकीर, ग्राम झन्डे दी महल, डाकघर अवा
10.	सियून्ता	श्रीमति बौहतू देवी बेवा श्री गोरख, ग्राम मलाड़ा, डाकघर सियून्ता
11.	गरनोटा	श्रीमति मन्सा देवी बेवा श्री मुन्शी राम, ग्राम ठुकराला, डाकघर गरनोटा
12.	टिकरी	श्रीमती विद्या देवी पत्नी श्री देश राज, ग्राम टिकरी, डाकघर खरगटां
13.	खरगटा	श्रीमति साहणी देवी पत्नी श्री विशन् दास, ग्राम धरवाड़, डाकघर खरगटा
14.	नैनीखड	श्रीमति मैना बेवा श्री चुहड़, ग्राम व डाकघर नैनीखड
15.	चूहन	श्रीमति दमोदरी पत्नी श्री दुलो राम, ग्राम मुआणा, डाकघर चहन
16.	सुदली	श्रीमति सुति देवी बेवा वीरबल, ग्राम सुदली, डाकघर चूहल
17.	परसियारा	श्रीमति फांदो देवी पत्नी श्री सन्त राम, ग्राम कोठी दी पदर, डा० मनुहता
18.	जन्दांग	श्रीमति छैलो देवी पत्नी श्री हशनाक, ग्राम ठेहड़ा, डाकघर ददरियाड़ा
19.	चुवाड़ी	श्रीमति महेसो देवी बेवा श्री नानक चन्द, ग्राम भकड़, डाकघर चुवाड़ी
20.	गाहर	श्रीमति रानो देवी पत्नी श्री रूमाल सिंह, ग्राम लेनोह, डाकघर चुवाड़ी
21.	जतरून	श्रीमति प्रकाशो देवी पत्नी श्री धनरप सिंह, ग्राम जतरून, डाकघर चुवाड़ी
22.	चलाड़ी	श्रीमति नानको बेवा लालदीन, ग्राम राख, डाकघर रायपुर
23.	रायपुर	श्रीमति लीला देवी पत्नी श्री ब्रह्मानन्द, ग्राम व डाकघर रायपुर
24.	पछाड	श्रीमति कुशल्या देवी पत्नी श्री लक्ष्मण दास, ग्राम पछाड डाकघर घटासणी
25.	कथेट	श्रीमति ज्ञानी देवी पत्नी श्री छांगा राम, ग्राम मुण्डी, डाकघर साइला
26.	बिन्ना	श्रीमति राजदेई पत्नी श्री चुनी लाल, ग्राम लोहारफा, डाकघर पातका
27.	मनुहता	श्रीमति साहणी बेवा श्री महसो, ग्राम व डाकघर मनुहता
28.	होवार	श्रीमति केसरो देवी पत्नी श्री सनाको, ग्राम भरमोली, डाकघर होवार
29.	खड्डा	श्रीमति प्रेमो देवी पत्नी श्री महतवो, ग्राम ग्रीहर, डाकघर होवार

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30.	बलेरा	श्रीमति निमा देवी पत्नी श्री हरिचन्द, ग्राम भीत, डाकघर बलेरा
31.	गूडाना	श्रीमति कौला देवी पत्नी श्री लच्छो, निचला फौगला
32.	शेरपुर	श्रीमति मैना देवी पत्नी श्री मंगत राम ग्राम व डाकघर शेरपुर
33.	निगाली	श्रीमति सुतो देवी पत्नी श्री मन्सा राम, ग्राम मजधार, डाकघर बगडहार
34.	बगडहार	श्रीमति महेसरी पत्नी श्री चन्दो, ग्राम व डाकघर बगडहार
35.	घरू	श्रीमति प्रमो देवी पत्नी श्री बीर सिंह, ग्राम घरू, डाकघर मोरठू
36.	मोरठू	श्रीमति लजिया देवी पत्नी श्री आज्ञा राम, ग्राम भोटी, डाकघर मोरठ
37.	जोलना	श्रीमति हीरा पत्नी श्री बेली राम, ग्राम कलर जोलना, डाकघर
38.	थुलैल	श्रीमति नारो देवी पत्नी श्री देबू, ग्राम बुगा, डाकघर ककरोटी
39.	धुलारा	श्रीमति कलासो बेवा सुनाकू राम, ग्राम खोलदा, डाकघर धुलारा
40.	काथला	श्रीमति कौशल्या पत्नी श्री शम्भू, ग्राम काथला, डाकघर सियुन्ता
41.	रजो	श्रीमति मांगती पत्नी श्री तिलो राम, ग्राम सरोग, डाकघर, गरनोटा
42.	मोतला	श्रीमति विद्या देवी बेवा श्री नन्दू राम, ग्राम रखाली, डाकघर सियुन्ता
43.	समोट	श्रीमति ब्रह्मी देवी पत्नी श्री मुन्शी राम, ग्राम उगली, डाकघर समोट
44.	बनीखेत	श्रीमति रामकली पत्नी श्री सी0डब्ल्यू0 तोरग, डाकघर बनीखेत
45.	टुण्डी	श्रीमति भाचरू देवी पत्नी श्री विशनू राम, ग्राम झुलाडा, डाकघर टुण्डी
46.	बेली	श्रीमति ओमा देवी पत्नी श्री कपूर सिंह, ग्राम खडो, डाकघर बनीखेत
47.	जियुन्ता	श्रीमति सुमित्रा पत्नी श्री मोहण, ग्राम तुला, डाकघर नैनीखड़
48.	मोरनू	श्रीमति जोगनू पत्नी श्री सिधो, ग्राम मोरनू, डाकघर कैल
49.	बनेट	श्रीमति क्रोधु पत्नी श्री डीनू, ग्राम बनेट, डाकघर बनेट
50.	मलून्डा	श्रीमति नारो पत्नी श्री गूसाऊं, ग्राम बहगला, डाकघर बनेट
51.	तुरकड़ा	श्रीमति प्रोजन बेवा श्री सुचेता, ग्राम द्रमणी, डाकघर चवाड़ी
52.	ओसल	श्रीमति कुशल्या पत्नी श्री रसालू राम, ग्राम गुनयाला, डाकघर
53.	मनोला	श्रीमति रसी बेवा श्री गुलाबू राम, ग्राम गरगड़ा, डाकघर बाथरी
54.	रुलयाणी	श्रीमति रेसो पत्नी श्री मुन्शी राम, ग्राम रुलयाणी, डाकघर बाथरी
55.	बाथरी	श्रीमति नारो विधवा श्री किरपो, ग्राम मलूड़ा, डाकघर बाथरी
56.	तुनहटी	श्रीमति केसरो पत्नी श्री जलो राम, ग्राम रौणी, डाकघर नैनीखड़
57.	तारागढ़	श्रीमति ब्रह्मो देवी पत्नी श्री मंगत राम, ग्राम सगत्र, डाकघर बकलोह

चम्बा; 30 अप्रैल, 1979

क्रम संख्या पंच-14(19)/72-2891-2936-यतः विकास खण्ड सलुणी, जिला चम्बा की निम्नलिखित ग्राम पंचायतों द्वारा हिमाचल प्रदेश पंचायती राज अधिनियम की धारा 9 (1) व हिमाचल प्रदेश ग्राम पंचायत नियम 19ए (2) के अन्तर्गत स्त्री पंचों का सहविकल्प करके प्रस्तावों की प्रतिलिपियां अधोहस्ताक्षरित को प्रेषित की है।

अतः मैं योगेश खन्ना, उपायुक्त, चम्बा, हिमाचल प्रदेश ग्राम पंचायत नियम 1971 के नियम 19-ए (2) के अन्तर्गत सहविकल्पित किये गये स्त्री पंचों के नामों को सर्वसाधारण के सूचनार्थ अधिसूचित करता हूँ।

सारणी

क्र० सख्या नाम पंचायत

सहविकल्पित स्त्री पंच का नाम व पता

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1. ठाकरीमटी	कुमारी मुगतों पुत्री श्री मोती, ग्राम छुदरा, डाकघर मुण्डला
2. मुण्डला	श्रीमति भिलखो देवी पुत्री श्री नरेणू राम, ग्राम पुखरी, डाकघर मुण्डला
3. सालवा	श्रीमति सावितरी देवी पत्नी श्री मोभिया राम, ग्राम व डाकघर सालवा
4. लिगा	श्रीमति फुलमू पत्नी श्री हुशयारा, ग्राम बौडका, डाकघर लिगा
5. वाडका	श्रीमति नारी देवी पत्नी श्री चिन्तो, ग्राम द्रवड, डाकघर सालवा
6. वणन्तर	श्रीमति हल्ली विधवा श्री पछी, ग्राम रोन, डाकघर हिमारी
7. डियूर	श्रीमति कली देवी पत्नी श्री मुसदी राम, ग्राम कुठेड, डाकघर डियूर
8. लुनोट	कुमारी सेवती पुत्री श्री डिनू, ग्राम विखाडी, डाकघर डियूर
9. सनूह	श्रीमति पानो देवी पत्नी श्री चतर सिंह, ग्राम सनूह, डाकघर भान्दल
10. भान्दल	श्रीमति अमर देइ पत्नी श्री भूलो राम, ग्राम दिगोड़ी, डाकघर भान्दल
11. खडोठी	श्रीमति कला पत्नी साहणू, ग्राम खडोठी, डाकघर टिकरू
12. खरल	श्रीमति प्रेमो पत्नी श्री सन्त राम, ग्राम आली, डाकघर टिकरू
13. द्रेकड़ी	श्रीमति रतो देवी पत्नी श्री लदाखी राम, ग्राम द्रेकड़ी, डाकघर पनताह
14. किहार	श्रीमति इन्दरू पत्नी श्री सिधू राम, ग्राम सरोग, डाकघर किहार
15. किलोड़	श्रीमति सीता पत्नी श्री सोतीया, ग्राम भरोड़ा, डाकघर किहार
16. सेरी	श्रीमति हली पत्नी श्री चमारू राम, ग्राम तरेद, डाकघर पनताह
17. आयल	श्रीमति राणू पत्नी श्री चेत राम, उर्फ डूम, ग्राम आयल
18. डाड	श्रीमति मालती देवी पत्नी श्री वैनसू राम, ग्राम जल्ला, डाकघर किहार
19. सूरी	श्रीमति बसन्ती पत्नी श्री चन्द राम, ग्राम चकोली, डाकघर किहार
20. सलूणी	श्रीमति विमला पत्नी श्री हुशयारा राम, ग्राम जडोगा, डाकघर सलूणी
21. दिघाई	श्रीमति नारो पुत्री श्री रामा, ग्राम सतवाह, डाकघर सलूणी
22. ओहरा	श्रीमति नारो पत्नी श्री चोहदरी, ग्राम ओहरा, डाकघर ओहरा
23. सिमणी	श्रीमति पानो विधवा गौरिया, ग्राम चमोह, डाकघर ओहरा
24. भडेल	श्रीमति कशमीरू पत्नी श्रीचन्द, ग्राम हलाई, डाकघर लाहरा
25. कन्धवारा	श्रीमति पिन्जी पत्नी श्री निर्मल, ग्राम मलेई, डाकघर डियूर
26. पिछलाडियूर	श्रीमति सीता विधवा श्री रामलोक, ग्राम गरोहन, डाकघर डियूर
27. मन्जीर	श्रीमति महेशी पत्नी श्री सकू राम, ग्राम मन्जीर, डाकघर मन्जीर
28. सिगाधार	श्रीमति दाखू पत्नी श्री धनियां, ग्राम धार, डाकघर सलूणी
29. सिगाधार	श्रीमति मिसो देवी पत्नी श्री कृष्ण चन्द ठाकुर, ग्राम धारगला
30. खडजोता	श्रीमति सन्ती विधवा श्री खिन्दू, ग्राम लाहरा, डाकघर लाहरा
31. पजेइ	श्रीमति कृष्णा देवी, ग्राम कुमहारका, डाकघर हिमगरी
32. भजोत्रा	श्रीमति प्रेमो विधवा श्री फरनगू, ग्राम पोठा, डाकघर सालवा
33. करवाल	श्रीमति तुलसी विधवा श्री कर्म सिंह, ग्राम करवाल, डाकघर पनता

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| 34. | भलेई | श्रीमति गोरी विधवा श्री नन्दीया, ग्राम बगरेड़, डाकघर भलेई |
| 35. | ग्वालू | श्रीमति हिमती पत्नी श्री बलदेव, ग्राम भलोग, डाकघर पनताह |
| 36. | कगेड़ | श्रीमति भती पत्नी श्री प्रेमू, ग्राम त्रिम्बली, डाकघर बगा |
| 37. | भुनाड़ | श्रीमति जीवो पत्नी श्री मंगतू, ग्राम वाली, डाकघर ओहरा |
| 38. | बाहगल | श्रीमति अछरी बेवा श्री गोरीया, ग्राम सुनडेरा, डाकघर बाहगल |
| 39. | बगाल | श्रीमति भती देवी पत्नी श्री सभानू |
| 40. | मौडा | श्रीमति सुती पत्नी श्री पुन्नू राम, ग्राम तैलका, डाकघर सालवा |

योगेश खन्ना,
उपायुक्त, चम्बा ।